

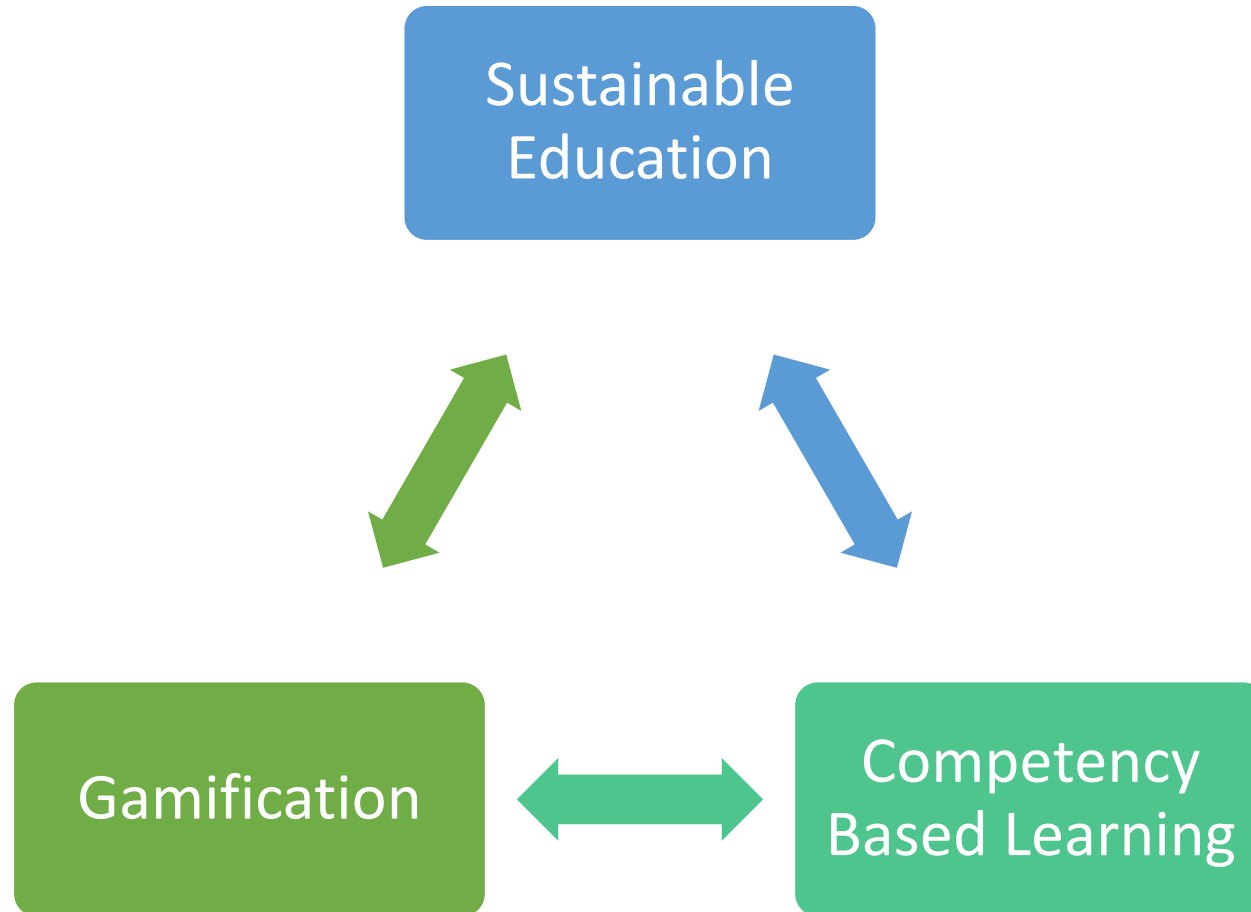
Interventional innovation in management education: An exploratory study of metacognition and gamification of management education via sustainable learning.

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Focal Points



Purpose of the Study

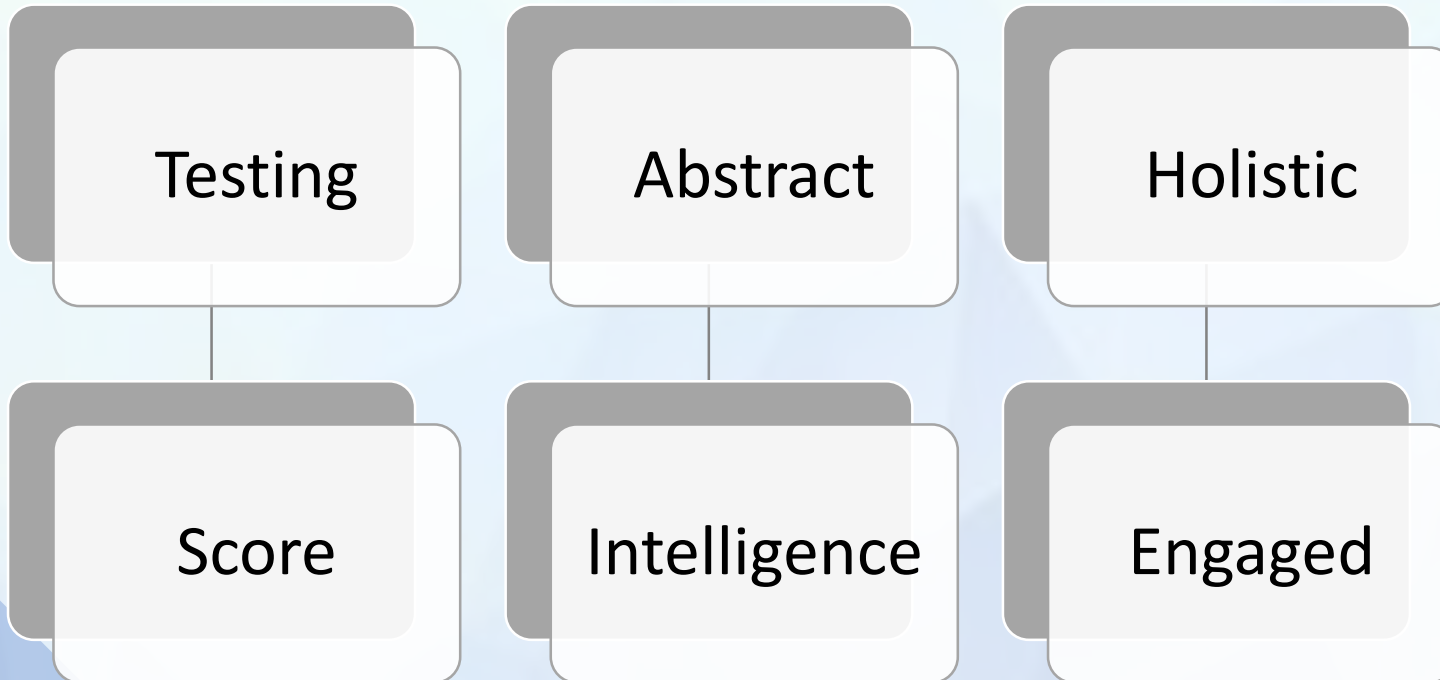


The purpose of this study is to explore sustainable learning in management education.



The rate of student graduation to employability is inversely proportional, causing an imbalance in the macro-economic and industrial sectors of country.

Current Education Scenario



Why examine the education system?

More than a **third of high school students** drop out at some point of their studies.

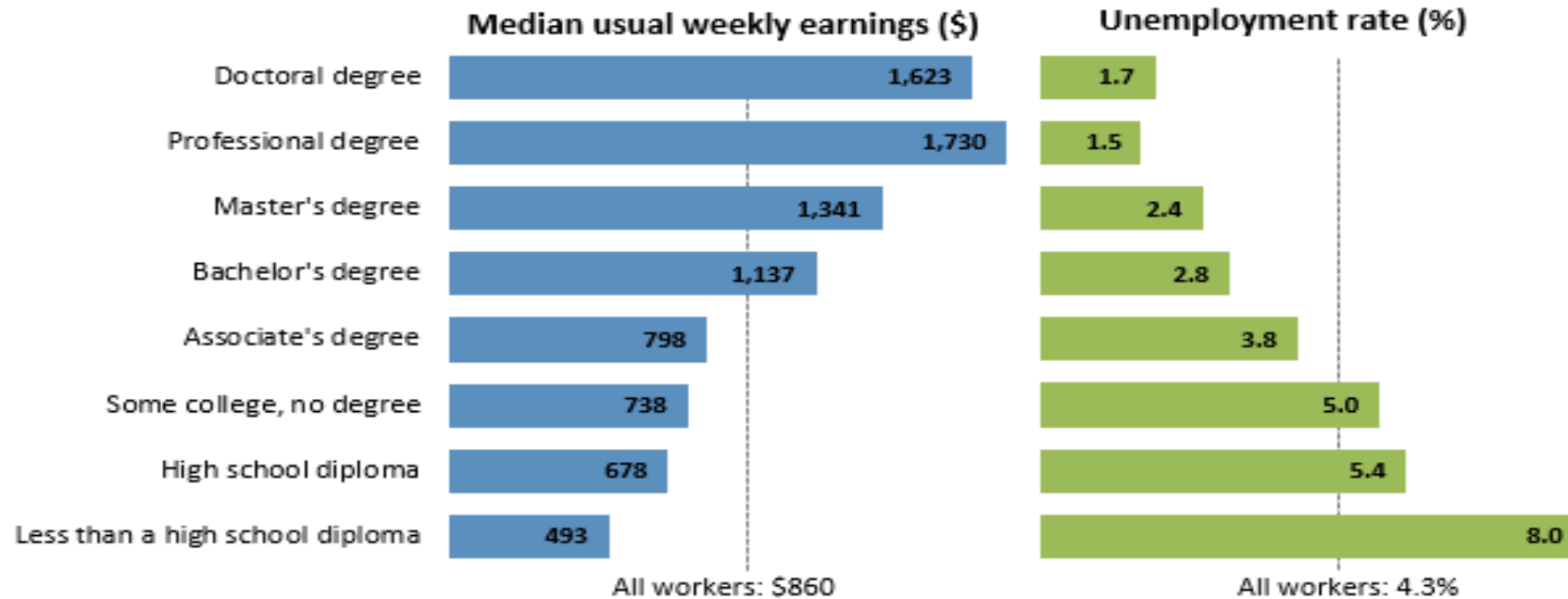
Up to **70% of employees** throughout the world don't feel engaged with their job.

Education

- Management education today is can be bundled and customized with an emphasis on metacognition, competency-based learning, gamification, and sustainable pedagogy.
- The education needs to be streamlined with employability skills without simply providing a traditional education degree with scanty employability skills.
- The rate of student graduation to employability is inversely proportional, causing an imbalance in the macro-economic and industrial sectors of country.

Education Vs Unemployment

Earnings and unemployment rates by educational attainment, 2015



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

Source: U.S. Bureau of Labor Statistics, Current Population Survey

Sustainable Education

01

Sustainable education begins from schools and educators.

02

Faculty are of prime importance as they take lead in setting the standards or designing the pedagogy.

03

There are several methods to create value learning, such as metacognition and gamification.

Sustainable Pedagogy

Metacognition

planning,
monitoring, and
assessing student's
understanding and
performance
(Chick, 2019)

Competency
Based Education
(CBE)

Gamification

makes technology more inviting
by encouraging users to engage
in desired behaviors.

game design principles and
mechanisms in non-game
contexts will inspire students to
learn and stay in-tune with the
course learning outcomes.

also be used in career
preparation for students, by
inculcating skills and
certifications.

TRADITIONAL EDUCATION

VS

PERSONALIZED LEARNING



SCHOOL
CULTURE



INSTRUCTION





ASSESSMENT
SYSTEM



GRADING
POLICIES



TRADITIONAL EDUCATION	VS	COMPETENCY-BASED LEARNING
<p>Students are expected to master grade level college and career ready standards.</p>	 <p>LEARNING CONTINUUM</p>	<p>Students are expected to master competencies aligned to college and career ready standards with clear, transferable learning objectives.</p>
<p>Students advance at educator's pace regardless of mastery or needing additional time.</p>	 <p>LEARNING PACE</p>	<p>Students receive customized supports both in-school and out-of-school to ensure they stay on pace to graduate college and career ready.</p>

Source: KnowledgeWorks.org

Competency Based Education (CBE) - Instruction

	Traditional Instruction	CBE Instruction
Structure	Time-based	Learner-based
Teaching	Group	Personalized
Assessment	Summative	Performance based
Pace	Faculty-paced	Learner-paced

CBE - Structuring Course

Fundamentals of E-business

12 modules

Each module

- Instructor video (introduction)
- Instructor video explaining concepts
- Learning materials
- Quiz (5 questions, True/False)
- Path A and B
- Assignment

Gamification



Non-game elements

- Education context



Motivates students

- Customizable course



Gamifying Course

Points for meeting academic objectives

Create playful barriers

Promote healthy competition

Compare and reflect performance

‘Worthy’ Gamification

95% of employees enjoy using gaming-inspired elements in their work.

By 2020, the education gamification market is estimated to reach **\$1.5 billion**.

Gamification participants score **14% higher skill-based assessments**.

The gamification market was estimated to be worth **\$5.5 billion** in 2018.

72% of employees claim gamification inspires them to work harder.

Using gamification may **increase newly registered business users by 600%**.

Gamification - Structuring Course

Information Systems Management

14 modules

Each module

- Coding barriers
- Points for discussion post

Evaluate Sessions and Win!



- Navigate to specific session to evaluate
- Select “Evaluate Session” on session details screen
- Complete session evaluation*

*Each session evaluation completed (limited to one per session) = one contest entry

Five (5) \$25 gift cards will be awarded

Must submit evals using the OLC conference website, beta platform mobile app

Thank you!

Let's Connect!

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Research Study

Literature
review







Research
methodology



Research
questions



Significance

TRADITIONAL EDUCATION	VS	PERSONALIZED LEARNING
Learning happens inside a traditional classroom, little to no accommodation of student interests or learning styles.	 SCHOOL CULTURE	Students have a range of learning experiences at school, online, and in the community. Diverse partners create individual learning pathways to accommodate student interests and learning styles.
Every classroom has one teacher who designs and delivers instructional program with very little differentiation.	 INSTRUCTION	Educators work collaboratively with community partners and students to develop a unique learning plan for every student based on interests, learning styles, and real-time data.
Assessments at set times to evaluate and classify students. One opportunity to take the summative assessment at the end of the year.	 ASSESSMENT SYSTEM	A comprehensive assessment system is an essential part of the learning system. Formative assessments guide daily instruction. Summative assessments show mastery; taken when ready and multiple chances to demonstrate mastery.
Grades are norm-referenced, reflect course standards, are typically based on weighted quarters and a final exam.	 GRADING POLICIES	Grades reflect the degree of mastery of competencies. If students do not earn course credit, records indicate competencies that need to be re-learned instead of the entire course.